

ಇಷ್ಟು ಹೇಳಿ ನಮ್ಮ ಮಾನ್ಯ ಕಾನೂನು ಮಂತ್ರಿಗಳು ಸಭೆಯ ಮುಂದಿಚ್ಚಿರತಕ್ಕಂಥ ಈ ಕಾನ್‌ಸ್ಟಿಟ್ಯೂಷನ್ ಅಮೆಂಡ್‌ಮೆಂಟ್ ಬಿಲ್ಲನ್ನು ಸಭೆ ಸರ್ವಾನುಮತದಿಂದ ಒಪ್ಪುತ್ತದೆಯೆಂದು ನಂಬಿದ್ದೇನೆ.

† SRI H. SIDDAVEEBAPPA (Minister for Law).—Madam Speaker after this brilliant exposition by the Hon'ble Leader of the House, I do not want to make any long reply. Only I have to reply on one point. The paper is just put into my hands stating that it is a statement by a member. His name is not mentioned here and he has gone away from this House. I do not want to take notice of it and I do not want to reply.

I thank the Hon'ble Chief Minister for having convinced the House and also the Hon'ble members who have supported ably this resolution and I commend it for the approval of the House.

MADAM SPEAKER.—I will put the motion to the vote of the House

The question is :

“That this House ratifies the amendments to the Constitution of India falling within the purview of the proviso to clause (4) of article 368 thereof, proposed to be made by the Constitution (Forty-fourth Amendment) Bill, 1976, as passed by the two Houses of Parliament, and short title of which has been changed into ‘The Constitution (Forty-second Amendment) Act, 1976’”.

*The motion was adopted ** and the resolution was passed*

Statement by the Minister for Finance

re: report of the Pay Commission.

SRI M. Y. GHORPADE —Honourable Members will recall that on 26th May 1976, I placed the Report of the Pay Commission on the table of the House. In the Statement which I made at the time, I have already mentioned the salient features of the Pay Commission's report. After the Pay Commission submitted its report, a number of representations were received by Government from different categories of employees stating that the Commission's recommendations would lead to some anomalies and disturb the existing structure of departments. Government, therefore, appointed an Official Committee in July 76 to examine the representations. The Committee sub-

** The Constitution (44th Amendment) Bill 1976 as passed by the Houses of Parliament is appended as Annexure to this volume.

mitted its Report in the last week of October, 1976. I am placing a copy of the Report of the Official Committee on the table of the House. Copies of the Report are being distributed to the Members.

2. The Official Committee has suggested some modifications in both the structure of the pay scales and the allocation of employees of different categories to the new scales. The Considerations underlying the approach of the Committee were:

(a) the hierarchical structure of different departments which had evolved over a period of time should not be disturbed, except for compelling reasons and except to the extent necessitated by the reduction in the number of pay scales; and

(b) the improvement in the economic value of the new scales over the existing scales for different classes of employees should lie within a reasonably narrow range.

Based on these considerations, the Official Committee suggested 18 scales of pay, the minimum and maximum being Rs. 250 and Rs. 2750 respectively, as suggested by the Pay Commission. The rates of increments suggested by the Commission were retained intact.

3. Government, after careful consideration, have decided to accept the recommendations of the Pay Commission, as modified by the Official Committee, in regard to pay scales and retirement benefits, with the addition of one more scale.

4. The new scales of pay will be as below:—

1. Rs. 250-5-300-10-340-15-400
2. Rs. 280-5-300-10-340-15-400-20-500
3. Rs. 300-10-340-15-400-20-500-25-600-Extn. 20-700
4. Rs. 340-15-400-20-500-25-600-30-750-Extn. 25-800
5. Rs. 400-20-500-25-600-30-750-50-900
6. Rs. 460-20-500-25-600-30-750-50-1000
7. Rs. 500-25-600-30-750-50-1000-60-1120
8. Rs. 600-30-750-50-1000-60-1240
9. Rs. 660-30-750-50-1000-60-1300
10. Rs. 690-30-750-50-1000-60-1300-75-1375
11. Rs. 750-50-1000-60-1300-75-1525
12. Rs. 900-50-1000-60-1300-75-1750
13. Rs. 1000-60-1300-75-1825
14. Rs. 1300-75-1900
15. Rs. 1525-75-1900-100-2000
16. Rs. 2000-100-2500
17. Rs. 2500-125/2-2750

5. With the introduction of the new scales, the Dearness Allowance now being drawn by the Government officials will get merged fully with the pay. I am also glad to announce that Government have agreed to a representation made on behalf of the employees that some weightage should be given to the existing employees in consideration of the service already rendered by them while fitting them in the new pay scales. It is proposed to give this weightage in the shape of an addition of 5 percent of the existing basic pay, subject to a minimum of Rs. 15 to all employees before fitment in the new scales. This will be in addition to the benefits which accrue in the process of fitment.

6. One of the recommendations of the Pay Commission was that every employee should be given General Purpose allowance of 20 per cent of pay which would cover expenditure incidental to Government service like transport, house rent and petty medical expenses. The Commission suggested that with the introduction of GPA, House Rent Allowance and City Compensatory Allowance, which are now being paid in cities and large towns, might be abolished. The Commission recognised that the GPA would, in addition contain a margin which would absorb to some extent future increases in the cost of living. Partly for this reason, the Commission recommended a Dearness Allowance pattern which is less liberal than that applicable to Central Government employees. The recommendations of the Commission regarding GPA and DA were thus inter-linked with each other. The Karnataka Government Employees' Association has not accepted the Pay Commission's DA formula, but wants GPA to be paid on the lines recommended by the Commission. Obviously, this position cannot be agreed to. Therefore, Government find it difficult to implement the recommendation of the Pay Commission in regard to GPA. Payment of House Rent Allowance and City Compensatory Allowance in the specified urban centres will continue.

7. I would like to invite attention of the Hon'ble Members to the fact that even though GPA is not proposed to be sanctioned, Government has, as stated by me earlier made substantial improvements not only in the pay scales recommended by the Pay Commission but has also provided other benefits in the shape of service weightage for existing employees.

8. In regard to Retirement Benefits, the Official Committee has suggested adoption of the pattern prevailing in the Central Government, with appropriate modifications to suit the superannuation age of State Government employees. The maximum pension, according to the Official Committee, will be 33/80 of the average emoluments as against 33/80 at present. The average emoluments will be calcu-

lated with reference to the last 10 months of service instead of 12 months as at present. The upper limit for pension will go up from Rs. 675 to Rs. 1000 per month and the maximum gratuity from Rs. 24,000 to Rs. 30,000. The minimum pension and Family pension have suggested at Rs. 120 and Rs. 90 per month respectively. As far as the existing pensioners are concerned, the Committee felt that the relief provided by the Pay Commission was inadequate. The Committee, therefore, suggested an adhoc increase of 15 per cent on the existing pension, inclusive of DA already sanctioned, to those who retired prior to 1-11-68. The increase will be 10 per cent for the pensioners who retired subsequent to 1-11-1968.

9. Another measure which we propose to take is to reduce the minimum premium for compulsory insurance by Government employees from 10 per cent to $6\frac{1}{4}$ per cent of the mean of the pay scale. This is being done to ensure that the take home pay of the employees is not adversely affected in the process of pay revision. With the introduction of the new pay scales, Government will discontinue the contribution which it had been making hitherto on behalf of the employees to the Family Benefit fund. From now on, the employees will themselves contribute to the Fund.

10. The revision of pay scales and other benefits will be applicable to the employees of aided institutions and local bodies also.

11. The extra expenditure on account of revision of pay scales and retirement benefits will be of the order of Rs. 21 crores a year, apart from Rs. 15 crores given by way of Interim Relief at the time of the last Budget in March 1976. These revisions will confer benefits on 3.29 lakhs of Government employees, 80,000 employees of local bodies and aided institutions and 74,000 pensioners, including those receiving Family Pension. We have always been anxious to do our best for our employees. But, our anxiety has to be tempered by the fact that scarcity condition are prevalent in large parts of the State and substantial funds have to be found for providing relief for the affected people. We are not in a position to take on immediately large extra financial commitments on account of pay revision. It has, therefore, been decided to give effect to the new scales of pay from 1st January 1977.

12. Apart from revision of pay scales and retirement benefits, which forms the core of the Report of the Karnataka Pay Commission, the Report refers to certain other matters such as Special Pay and Allowances of various types. The Official Committee has been asked to look into these also. The decisions of Government on these ancillary matters will be announced in due course.

13. Karnataka has a long tradition of harmonious relations between the Government and its employees. Government has taken these important decisions with regard to the Pay Commission Report in the hope that Government employees will continue to render efficient and dedicated service to the State, especially with regard to the successful implementation of our socio-economic programmes to benefit the weaker sections of the society.

14. In conclusion, I would like to once again thank Shri A. Narayana Pai, former Chief Justice of Karnataka, for his exhaustive report.

SRI M. S. KRISHNAN.—While answering the question on the subject in the Assembly the Hon. Minister was pleased to state that a number of representations were received regarding the anomalies. By virtue of the decisions of the Government on the Pay Committee Report, are we to take that most of these representations are cleared? Secondly, I would also like to know to what extent this revision eliminates the gap between the total emoluments drawn by the Central Government employees and State employees?

SRI M. Y. GHORPADE.—As the hon. member rightly pointed out many of the anomalies and disparities in relative positions have been fully taken into account by the Official Committee and as I said yesterday the Official Committee has had several occasions to meet the employees and other interests in this matter and so that has been largely satisfactory. So far as the Central Government is concerned, we are not making any such comparison between the Central Government and State Government. We have our own pay scales and the Central Government has its own pay scales. At no time did we try to compare in that manner. Of course the comparisons were made only with reference to D.A. which has been taken care of While I do admit that our pay scales are lower than the Centre but that is a different question.

MADAM SPEAKER.—The House will now adjourn to meet again tomorrow at 9 A.M.

The House adjourned at Thirty-four Minutes past Six of the Clock to meet again at Nine of the Clock on Thursday the 18th November 1976.